

# FORCED LABOUR IN CANADIAN SUPPLY CHAINS

In Support of Bill S-211 - Fighting Against Forced Labour and  
Child Labour in Supply Chains Act

CropMaxx Inc

2023

# Steps Taken to Prevent and Reduce the Risk of Forced Labour and Child Labour

According to the International Labour Organization, it's estimated that approximately 27.6 million victims are forced into labour worldwide. Unfortunately, this can occur in every country and in every sector. Forced labour and child labour risks occur primarily through the global supply chains of businesses. As a Canadian business, we have a responsibility to ensure that exploitative practices are addressed and eradicated from our supply chains. To increase awareness and transparency, Bill S-211, *An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains* was enacted. To support this bill, CropMaxx has done our due diligence to investigate and assess our supply chains and provide this report on our findings.

## Structure, Activities and Supply Chains:

- CropMaxx Inc. is solely owned and operated in Westlock, Alberta
- Business number: 859738635 RT0001
- Fiscal reporting year is Sept 1, 2022 to Aug. 31, 2023
- Original report, not a joint report, no reporting obligations in other jurisdictions
- Sector: Agricultural industry
- Location: 337 - 59422 Hwy 44, Westlock, AB T7P 2P6
- CropMaxx retails crop seed, crop protection and nutrients to its customers
- Supply chains: deal directly with reputable companies. Most of our suppliers are located on the Toronto or New York Stock Exchange, they have headquarters in Canada and standards that meet the requirements of Bill S-211, that fight against forced labour and child labour.
- Organizational structure: Privately owned business with support staff
- Number of employees: 7



## Policies and Due Diligence

### Supply Chain Mapping

Products	Description
CropMaxx retail business	<ul style="list-style-type: none"><li>Office Supplies</li><li>Machinery</li><li>Tools and equipment used in daily operation</li><li>Safety equipment - PPE</li></ul>
Seed, fertilizer and crop protection	<ul style="list-style-type: none"><li>Purchased from reputable third-party suppliers. These suppliers have been researched by CropMaxx management team and have found to be responsibly and ethically sourcing their products</li></ul>

- Due to confidentiality, we are not able to publicly list our suppliers. Our suppliers meet our requirements as reputable organizations. We have identified risks to the best of our knowledge and will continue to strive to identify emerging risks. We have judged that our supply chains carry no risk of forced labour or child labour. We will continue assess business relationships, to verify that risk mitigation measures are being pursued.
- We've created a plan for responsible business conduct – an ongoing due diligence plan:

#### **CropMaxx Policies and Supplier Policies:**

- Apply the latest legislative advice from government, regarding Modern Slavery risks
- CropMaxx policy is not to hire under 18 years of age.
- CropMaxx does not tolerate any intimidation or bullying in the workplace
- Update our Policies and Procedures to include raising awareness on forced labour; how to avoid it, and assess how to address adverse impacts and provide remediation if necessary
- Conduct internal assessment for risk within our organization and supply chains
- Monitor and track the implementation and effectiveness of the CropMaxx internal activities and goals

- Ways we reduce risk of forced labour and child labour, are to deal directly with reputable companies. Many of our suppliers are located on the Toronto Stock Exchange or New York Stock Exchange, they have headquarters in Canada and criteria and standards that meet the requirements of the new Bil S-211, that fight against forced labour and child labour
- Research our current suppliers; asses their reputation; and their supply chain to reduce risk. Map supply chains and activities
- Our suppliers have policies in place for identifying and prohibiting the use of forced labour and/or child labour in their activities and supply chains
- Screen potential suppliers and future suppliers and contractors to ensure they align with our values
- Make responsible decisions for sourcing product through reputable companies
- Due diligence - reviewing outcomes from mapping exercise. Results communicated to team members to asses any potential risk
- Senior management continually reviews CropMaxx policies and procedures
- Assess of business relationships, to verify that risk mitigation measures are being pursued
- Communicate key aspects of our policies to suppliers and other relevant business relationships
- Plans to provide remediation when appropriate
- We have identified risks to the best of our knowledge and will continue to strive to identify emerging risks
- Cooperate in remediation if and when appropriate – to seek to restore the affected person or persons (where possible) and enable remediation that is proportionate to the significance and scale of the adverse impact

## Forced Labour and Child Labour Risks

- A review of CropMaxx internal activities and supply chains was conducted to identify and assess risks. After this review, it was found that there is no evidence of risk of forced labour or child labour being used
- Suppliers support legislative efforts to enforce human rights legislation
- Suppliers maintain a respectful environment that is free from intimidation
- Suppliers do not participate in any form of forced labor, or child labour

## Remediation Measures

- No evidence of risk has been found internally or in supply chains, so CropMaxx has not needed to take part in remediation. We do have a remediation plan in place, in the event that possible remediation is required. The remediation is dependant on the circumstances. Some measures would include:
  - Actions to support victims of forced labour or child labour and/or their families, such as workforce reintegration and psychosocial support
  - Actions to prevent forced labour or child labour and associated harms from reoccurring
  - Formal Apologies

## Remediation of Loss of Income

- To prevent risk, we pay industry standard for each position, and ensure that all staff earn at least minimum wage by Alberta standards. We have a zero tolerance for abuse in the workplace and follow our Policies and Procedures Related to Modern Slavery
- No measures have been taken in this area, because no vulnerable families have been found to have experienced loss of income



## Training


- Onboarding documents – each employee reads through and signs to indicate that they have read policy on modern slavery. If they see or suspect any forced labour or child labour they will report to management immediately
- Training is optional for all employees; to raise awareness of workplace abuse and forced labour
- Created Internal Policies and Procedures for Forced Labour
- Conversations to review policy and continue to assess risk of Modern Slavery in Supply Chains
- Employees report any findings – ongoing

## Assessing Effectiveness

- Apply the latest legislative advice from government on modern slavery risks
- Make responsible decisions for sourcing product through reputable companies
- Screen potential suppliers and contractors to ensure they align with our values
- Continually review of our policies and procedures
- Research our suppliers; asses their reputation; and their supply chain to reduce risk
- After reviewing the publicly available information of our suppliers, none of them were identified as risk for modern slavery .

## Approval and Attestation

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

  
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Jason Slupek  
President

I have the authority to bind CropMaxx Inc.  
April 23, 2024